



tif

Teacher
Incentive
Fund



Using Observation Data to Inform Professional Development



Teacher
Incentive
Fund



Westat
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Presenters

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Tricia Miller, Ph.D., TIF TA Center

Lori Renfro, Maricopa County

Kristine Morris, Maricopa County

Donna Brown, Orange County

Session Overview

- Session Goals
 - Identify strategies for using observation data to inform professional development
 - Share potential challenges using observation data for professional development
 - Discuss ways of addressing those challenges
- What this session is not
 - Review of observation implementation challenges
 - Review of observation rubrics

Session Overview

- Panelists
 - Tricia Miller
 - Lori Renfro
 - Kristine Morris
 - Donna Brown

Using Observation Data for Professional Development

- Why is it important to use observation data to inform professional development?
 - Professional development is a huge investment and historically has not been shown to be effective
 - Educators want specific feedback to improve their practice
 - Better supported educators will be more effective

Challenges Using Observation Data for Professional Development

- Access to data that differentiates educators
 - Need accurate measures
 - Need accurate data
- Need adequate resources
 - Funding
 - Professional development providers
 - Release time
- Stigmas associated with identifying specific areas of needed growth and support



Using Observation Data to Inform Professional Development

Rewarding Excellence in Instruction and Leadership



Education
Service
Agency

Developing Talent • Enhancing Careers • Improving Student Learning

Rewarding Excellence in Instruction & Leadership

REIL School Districts				
District Name	# of School Leaders	District Enrollment	# of Teachers	# of Schools
Alhambra	30	14,916	794	15
Gila Bend	5	513	27	2
Isaac	31	7,964	494	12
Nadaburg	4	946	52	2
Phoenix Union	92	25,149	1,859	17
Tolleson	12	2,806	154	4
Total	174	52,294	3,380	52

Using Data for Professional Learning

Objective 3.3: By June 2013, 100% of Alliance School Districts will implement a high quality professional development and support system for teachers and principals linked to the performance-based evaluation system.

Job-Embedded
Professional
Development

Educator
Goal Plans

Alignment to
District
Goals

5-year
Professional
Development
Plan

Challenges

- ❑ Paradigm shift
- ❑ Communication
- ❑ Capacity
- ❑ Time
- ❑ Use of Data

First Steps, Next Steps

- ❑ Building trust
- ❑ Developing the data capture tool as an element of the data management system
- ❑ Validation process
- ❑ Developing design of the educator goal plan
- ❑ STEP Process
- ❑ Data governance
- ❑ Legislation



Orange County Public Schools
Teacher Incentive Fund II: *One Vision, One Voice*

Using Observation Data to Inform Professional Development

TIF Grantee Meeting
August 23–24, 2011
Washington , DC

TIF Cohort 2 & 3 Schools

Evans

3 Middle Schools

9 Elementary
Schools

Jones

2 Middle Schools

2 Elementary
Schools

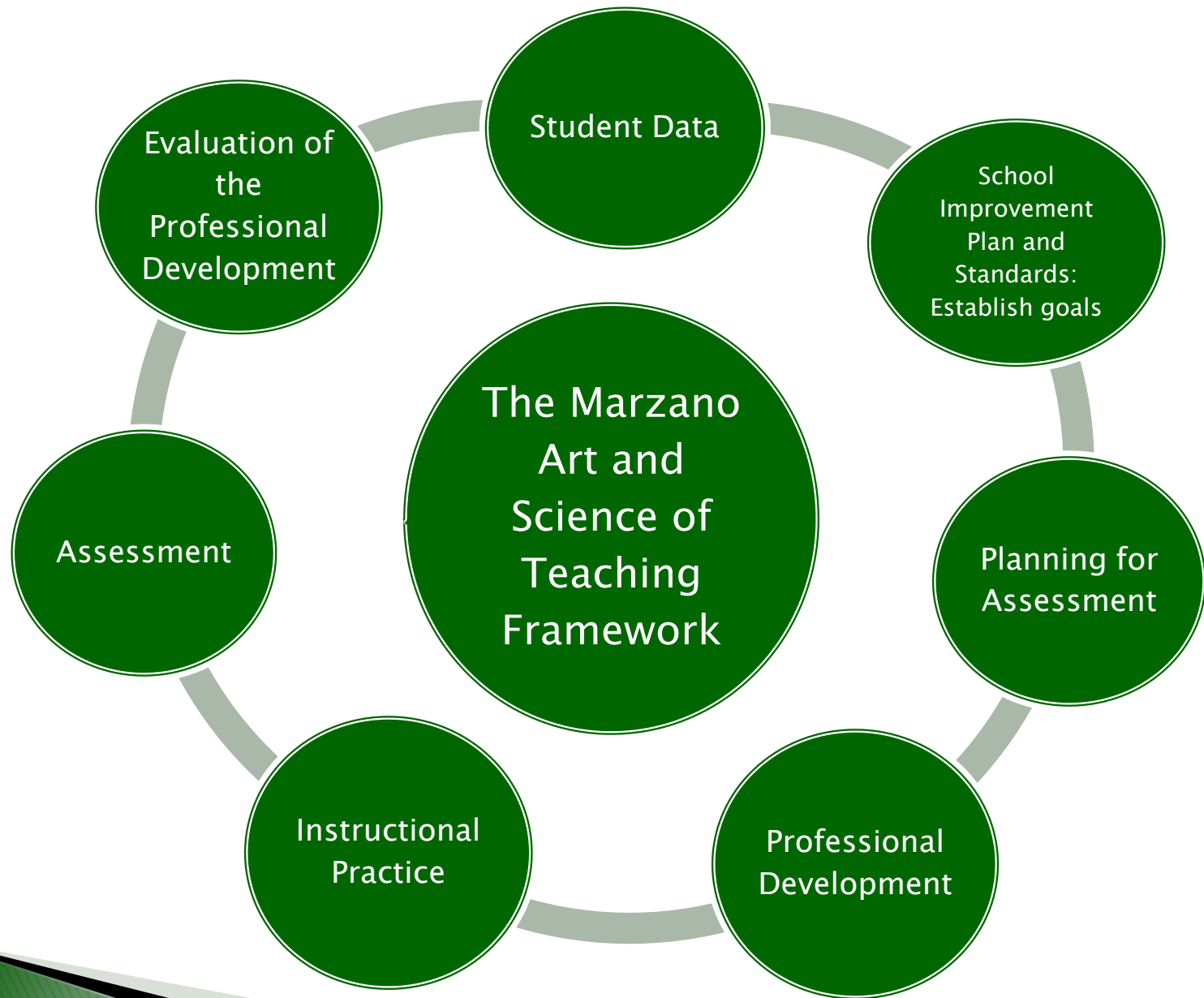
Oak Ridge

2 Middle Schools

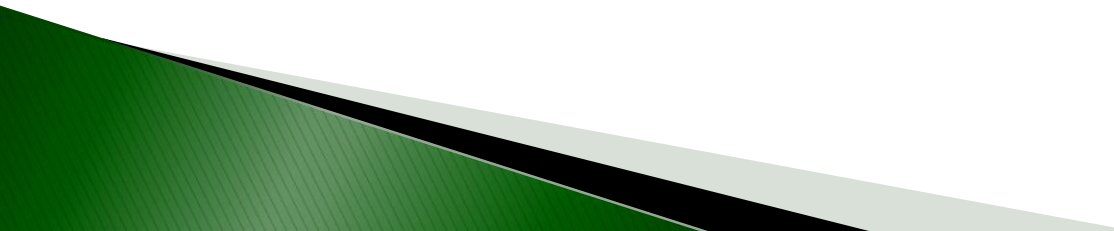
4 Elementary
Schools

TIF Cohort 3:

- Total Students = 9500
- Total Teachers = 850
- Total Administrators = 30
- F/R Average = 94%



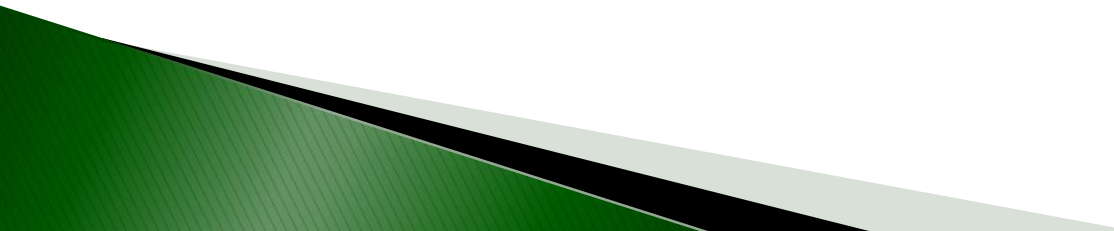
First Steps

- Professional Development menu compiled
 - Administrators, TIF coaches and leadership teams received 3 days of training
 - Scheduled next 4 days of training
 - Set dates for when observations can begin with agreement by union
 - Webinar during Preplanning
 - Power point by OCPS
 - Evaluation System Procedures Manual rewritten
 - Resources provided to all TIF schools
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Next Steps

- Complete evaluation training and practice observations – go out in pairs
- Begin providing professional development to teachers
 - District Wide
 - School Based
 - Individual

Challenges

- Change Process
 - Acceptance of feedback and support
 - Comfort Level of Teachers and Administrators
 - Trust: the system, administrators and peers
- 

Session Activity

- Identify challenges or issues your grant is facing using data to inform PD
 - Why are these challenges?
 - What is the root cause?
- What are some potential solutions?
 - Who needs to be involved in the solution?
 - What are some immediate and some long-term solutions
 - Are other grantees facing similar challenges?
 - How can the TIF TA Center help you?